



# NAVAL FACILITIES EXPEDITIONARY LOGISTICS CENTER

## Prevention of Harassment Policy Statement

NFELC personnel are entitled to a work environment free from harassment. Any form of harassment - sexual, racial, or ethnic - is particularly onerous-both for the recipient and the organization responsible for the environment. NO ONE should experience this type of behavior.

Any individual who is the recipient of such behavior has the right to expect their concerns to be promptly investigated and resolved. When behavior is determined to be offensive and unlawful, appropriate action will be taken against the offender. I will not tolerate those who harass others. I expect every supervisor and manager, civilian or military, to take appropriate action when made aware of allegations of such behavior.

All NFELC personnel should have a basic understanding of what constitutes Sexual Harassment. Annual training in Prevention of Sexual Harassment is provided to all employees to reinforce this understanding as to specify:

- which behaviors may be unacceptable,
- how to address your concerns when confronted with unacceptable behavior,
- what to expect once your concerns have been expressed, and
- how to respond when someone turns to you for assistance.

It is your responsibility to address behavior you find unacceptable in the work place. You should bring the situation to the attention of management. You will not be ignored. If you are dissatisfied with management's response, feel no hesitation or fear of retribution in pursuing the matter through the EEO Complaint Process. A description of the EEO Complaint Process is posted on all official bulletin boards. My principle point of contact in all matters relating to Harassment is the Deputy EEO Officer, Charlie Thompson.

Any environment in which we treat each other with respect and dignity, in which we communicate directly and forthrightly with each other, is typically free of Harassment. It falls upon the shoulders of our managers and supervisors to foster this environment. We are expected to set the example! Such leadership is essential if we are to eliminate all forms of harassment in the work place.

Steven M. Wirsching  
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July 2004